

S E C R E T

D/OP 84-1897

9 May 1984

AH. DDI 84-02139+1

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: Robert W. Magee  
Director of Personnel

SUBJECT: OIA Position Upgrades


*DDI should hold average grade level*

1. At your request, I have reviewed the attached proposal for upgrade of the OIA positions. It all seems to boil down to two issues:

a. Upgrading approximately 30% of OIA's line positions will just raise jolly Ned with DDI's average grade ceiling. I discussed this with Gates who said he would not immediately be seeking the additional points but would try to handle it over several years. This will require him to make some tough managerial judgments against deferred allocation points in other DDI offices. I think his response is fair and I think this is his legitimate management responsibility.

b. The harder issue is comparing the new OIA analyst with the traditional DI analyst in the other offices. OIA and NPIC imagery analysts were reviewed by PMCD in 1982 with this specific question in mind. The conclusion was that the skills required for an analyst in OIA were not as demanding as those in the other Offices. Nevertheless, a dual-track program for imagery analysts was established at the GS-14 level. PMCD has not recently reviewed the new OIA positions. While not underestimating the importance or sophistication of imagery analysts, the question seems to be: do the complexities, scope of problems, and advanced specialties required of other senior DDI analysts apply equally to the OIA analysts? If the answer to that is yes and you view the responsibilities of an OIA senior analyst as the same as, for example, a senior SOVA analyst, then the upgrading is justified. If, as PMCD maintains, the OIA analysts are not required to have the same qualifications, then the wholesale upgrade is not justified.

3. We can make another survey but I suspect our conclusions will be the same as September 1982; so it is up to you if you want to bet on the come. However you decide, I think it important we all clearly understand that an OIA upgrade must not be used at some future date as justification for upgrading comparable analyst jobs in the other Offices. If it is decided that these analysts are equal, then equal they must remain.

  
Robert W. Magee

25X1  
DCI  
EXEC  
REG

Att

*We want to move OIA in the direction of more analysis comparable to other DDI analysts*

S E C R E T

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MEMORANDUM FOR: Director of Personnel *ML*

The DDCI believes that you should review the attached and provide your concurrence, if you believe that is appropriate, before he reaches a decision and forwards it to the DCI.



**PRIORITY**

Form No. 160 Use Previous Editions (13)  
1 Dec 56

Date 4/16/84

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DDI #02139-84

5 April 1984

MEMORANDUM FOR: Director of Central Intelligence

THROUGH : Deputy Director of Central Intelligence  
Executive Director

FROM : Deputy Director for Intelligence

SUBJECT : OIA Position Upgrade

1. As we discussed after your visit to the Office of Imagery Analysis, this Office has long since ceased to be purely a photointerpretation support office for the Directorate of Intelligence and CIA but has evolved into a sophisticated, regular production office of this Directorate. Several developments attest to the maturing of this change:

- OIA over the past two years has, just like the other regional and functional offices, developed a full-scale research program that is presented as part of the Directorate's overall program. It is an analytically sophisticated program coordinated with other elements of the Community and directed at meeting policy consumer needs.
- Beyond the research program, the role of OIA has steadily evolved toward a full-scale production office over the last several years. This evolution and the growing sophistication of the work of the Office was recognized when the Office changed from the Imagery Analysis Service to its present form at which time its Director was upgraded from an SIS-03 to an SIS-04 (on a par with the production offices). The growing diversity of OIA's work and activities is further evidence of its evolution to a more sophisticated operation.
- OIA for a long time now has been doing all-source analysis that, while it uses imagery as a core, has branched out into integrated multi-disciplinary analysis on a range of complicated problems. Several examples of this work by OIA are attached.

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DECL OADR

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- In recognition of OIA's development into a line production office, some time ago I directed them to cease producing "Imagery Analysis Reports" and to begin publishing their analysis as "Intelligence Assessments," the same format used by the other production offices of the Directorate.
- OIA has participated to the same degree as the other production offices in external training programs, travel, involvement of external experts and other measures. Moreover, OIA, like other production offices, has assigned senior officers to rotational posts in policy agencies and has participated actively in the DDI overseas analyst program.

In short, the Office of Imagery Analysis has come of age as a full-scale production office. [redacted]

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2. In keeping with the discussion you and I had, I am proposing to upgrade OIA to a regular production office which will involve an adjustment of OIA's grade structure to make it comparable to other DI offices. The changes involved include:

- Upgrading the five division chiefs from GS-15s to SIS-01 and 02s. I would plan to do this over a period of several years with this Directorate making promotions as they occur within the DDI ceiling.
- The other major changes would be to upgrade branch chiefs to GS-15s, as elsewhere in the Directorate, and make provision for additional GS-14 senior analysts (again, in parallel with the rest of the Directorate).

The changes at lower levels are insignificant. [redacted]

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3. Per our conversation, I believe the upgrading of OIA to production office status is appropriate at this time. While it is unnecessary for you to approve the specific numbers in terms of this upgrade, I do need your approval to go to the Office of Personnel to have them upgrade the division chiefs, branch chiefs and senior analysts. We can then pursue the specific details with the Office of Personnel. [redacted]

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4. Recommendation: That you approve upgrading positions for division chiefs, branch chiefs, and senior analysts in OIA as described above and that you approve my signature of the attached memorandum to Bob Magee. [redacted]

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[redacted]  
Robert M. Gates

Attachments:  
As Stated

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DDI #02139-84  
5 April 1984

SUBJECT: OIA Position Upgrade

APPROVED:

  
\_\_\_\_\_  
Director of Central Intelligence

21 MAY 1984

\_\_\_\_\_  
Date

DISAPPROVED:

\_\_\_\_\_  
Director of Central Intelligence

\_\_\_\_\_  
Date

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## ROUTING AND RECORD SHEET

24-1897

SUBJECT. (Optional)

OIA Position Upgrade

FROM: Robert M. Gates Deputy Director for Intelligence		EXTENSION	NO. DDI #02139-84
			DATE 5 April 1984
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS
	RECEIVED	FORWARDED	
1.			
ER	10 APR 1984		
2. <i>W</i> <i>ASL</i>		13 APR 1984	<i>Concur</i>
EXDIR			
3.			
DDCI			
4. <i>D/OP</i> <i>ASL</i>		17 MAY 1984	<i>Hold m</i>
DDCI			
5.			
DCI	17 May	21 MAY 1984	<i>Bill m</i>
6.			<i>Recommend</i>
7.			<i>that you approve</i>
DDI			<i>7</i>
8.			
9.			
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